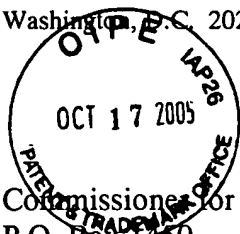


COMMISSIONER FOR PATENTS
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EW 2/64
SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: October 12, 2005

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Joseph T. Van Leeuwen
Joseph T. Van Leeuwen

10/12/05
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 12 reference;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

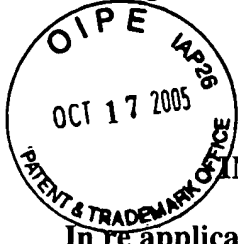
37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(c) and:
 - ☒ no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By *Joseph T. Van Leeuwen*
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DATE: October 12, 2005



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	:	Group Art Unit: 2164
Calderaro, et. al.	:	Intellectual Property Law Department
Serial No.: 09/895,886	:	International Business
Filed: June 29, 2001	:	Machines Corporation
Title: <u>System and Method for Improved</u>	:	Intellectual Property Law Dept.
<u>Personnel Compensation Planning</u>	:	11400 Burnet Road
<u>Factors</u>	:	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By _____
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**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

<u>U. S. PATENT DOCUMENTS</u>						
<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Classification Class / Subclass</u>	<u>Filing Date if Appropriate</u>	
_____	AB 6,338,042	01-2002	Paizis, James N.	705/11		
_____	AB 5,819,231	10-1998	Tremaine, John L.	705/7		
_____	AC 6,321,206	11-2001	Honarvar, Laurence	705/7		
_____	AD 6,741,993	05-2004	Titaner et al.	707/10		
_____	AE					
_____	AF					

<u>FOREIGN PATENT DOCUMENTS</u>						
<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Classification</u>	<u>Translation Yes No</u>	
_____	AG					
_____	AH					
_____	AI					
_____	AJ					

<u>Examiner Initial</u>	<u>OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)</u>					
_____	AK	<u>The 1999 U.S. National Employee Relationship Benchmark Report, 2000, Walker Information Inc.</u>				
_____	AL	<u>Commitment in the workplace: the 2000 global employee relationship benchmark report, 2001, Walker Information Inc.</u>				
_____	AM	<u>Healey, Andrea, "Going beyond pay: companies lure employees with perks," Nov-Dec 1998, <u>ACA News</u>, vol. 41, issue 10, p. 26-29.</u>				
_____	AN	<u>Lewis, Diane E., "As workers learn to be free agents, firms put new stress on retention," Oct. 31, 1999, <u>Boston Globe</u>, p. D1.</u>				
_____	AO	<u>Liptow, Jennifer A., "You really like me!" April 1, 2001, <u>Financial Planning</u>, p. 1.</u>				
_____	AP	<u>Lazar, Gerald, "Keep your key people," May 2001, <u>Electronic Business</u>, p. 86-88, 90, 92, 94.</u>				
_____	AQ	<u>Ganesan et al., "The impact of staffing policies on retail buyer job attitudes and behaviors," Spring 1996, <u>Journal of Retailing</u>, vol. 72, issue 1, p. 31-57.</u>				
_____	AR	<u>Fey et al., "Doing business in Russia: effective human resource management practices for foreign firms in Russia," Autumn 1999, <u>Organizational Dynamics</u>, issue 69.</u>				

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.